

Effectiveness of a preventive coaching programme for employees with a high risk of sickness absence due to psychosocial health complaints

Submission date 20/12/2005	Recruitment status No longer recruiting	☐ Prospectively registered ☐ Protocol
Registration date 20/12/2005	Overall study status Completed	☐ Statistical analysis plan ☒ Results
Last Edited 26/08/2021	Condition category Other	☐ Individual participant data

Plain English summary of protocol
Not provided at time of registration

Contact information

Type(s)
Scientific

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Additional identifiers

Protocol serial number
NL215 (NTR252)

Study information

Scientific Title

Effectiveness of a preventive coaching programme for employees with a high risk of sickness absence due to psychosocial health complaints

Study objectives

1. A screening instrument, consisting of predictive factors, can be used to predict which employees are at risk for sickness absence due to psychosocial health complaints
2. Coaching is effective in preventing sickness absence and improving general well-being

Ethics approval required

Old ethics approval format

Ethics approval(s)

Ethics approval received from the local medical ethics committee

Primary study design

Interventional

Study design

Randomised, active controlled, parallel group trial

Study type(s)

Treatment

Health condition(s) or problem(s) studied

Sickness absence due to psychosocial health complaints

Interventions

The intervention group will receive the coaching programme. The central guideline of preventive coaching is to provide insight in the situation of the employee, improve his notion that he is responsible for his career and life and to improve his ability to manage the changes.

The programme consists of nine meetings between the employee and the coach. In two of the meetings, the supervisor of the employee will participate.

Intervention Type

Other

Phase

Not Specified

Primary outcome(s)

The primary outcome measure is absenteeism. Data will be gathered through record linkage to the company's sick leave registry systems and by use of questionnaires filled in by the employees.

Key secondary outcome(s)

Secondary outcome measures are:

1. Motivation
2. Fatigue

3. Burnout
4. Need for recovery
5. General health
6. Coping
7. Medical consumption

Completion date

31/10/2006

Eligibility

Key inclusion criteria

By means of the developed screening instrument, employees from participating companies who are at increased risk of sickness absence due to psychosocial health complaints will be identified and included in the trial.

Participant type(s)

Patient

Healthy volunteers allowed

No

Age group

Not Specified

Sex

Not Specified

Key exclusion criteria

Employees will be excluded from participation if they:

1. Were fully or partially on sick leave
2. Suffer from chronic psychosocial health complaints at baseline
3. Have more than one contract
4. Are pregnant or on maternity leave

Date of first enrolment

01/11/2004

Date of final enrolment

31/10/2006

Locations

Countries of recruitment

Netherlands

Study participating centre

Department of Epidemiology
Maastricht
Netherlands
6200 MD

Sponsor information

Organisation

University Maastricht (UM) (Netherlands)

ROR

<https://ror.org/02jz4aj89>

Funder(s)

Funder type

Research organisation

Funder Name

Social fund for the universities, research institutes and academic medical centres (Sociaal Fonds voor de KennisSector [SoFoKleS]) (The Netherlands)

Funder Name

The Netherlands Organisation for Health Research and Development (ZonMw) (The Netherlands)

Results and Publications

Individual participant data (IPD) sharing plan

IPD sharing plan summary

Not provided at time of registration

Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
Results article		01/07/2008	26/08/2021	Yes	No